

Qwork

Navigating the Gig Economy

The Situation With Workforce

The current pandemic is redefining “Normal” including how we work

Workforce Fluctuations

Lockdowns are going to be the new norm until the world becomes immune¹, until then, demands are going to fluctuate

Gigs are Growing!

In Malaysia, the gig economy grew by 25% since 2018 and the current pandemic will accelerate the trend

Gigs are Not Just for Menial Jobs

While the more famous form of gigs are Grab drivers and Foodpanda delivery, gigs are also found in more serious professions like finance, needed for Selangor’s K-Economy

How is Qwork, Different?

Qwork enables gig across industries (Engineering, Medical, Finance etc) and functions (executives, managers, C-Suites)

30,000 in hotel industry have lost jobs, says MTUC

FMT Reporters - May 31, 2020 10:28 AM

Layoffs of up to 30% coming, FMM survey shows

FMT Reporters - April 20, 2020 7:32 PM

INSIGHT: The Gig Economy Could Change How Employers Gear for Next Recession

Sept. 17, 2019, 4:01 PM

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The current gig economy—where about 37% of U.S. workers do freelance work—makes planning for the next recession much different from the Great Recession of 2008. Lisa Hogan, chair of Brownstein’s employment and labor group, says HR teams might have to flex their RIF muscles, but how businesses decide to restructure will be very different this time.



Lisa Hogan
Brownstein Hyatt Farber Schreck LLP

Related Documents

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Chartered Accountant



Social Media Expert

¹ How to restart national economies during the coronavirus crisis, McKinsey & Co., April 2020

History of "Gig"

Gigs were first coined by musicians and a high relation to the use of **skills**¹



First Coined by Musicians!

Musicians termed gigs for performances that were made on a per-demand basis

Skill, Skill, Skill!

Gigs associates' job-outcome and compensations to skill, skill-level and skill-progressions

Qwork Navigating the Gig Economy

#1- Qworkers

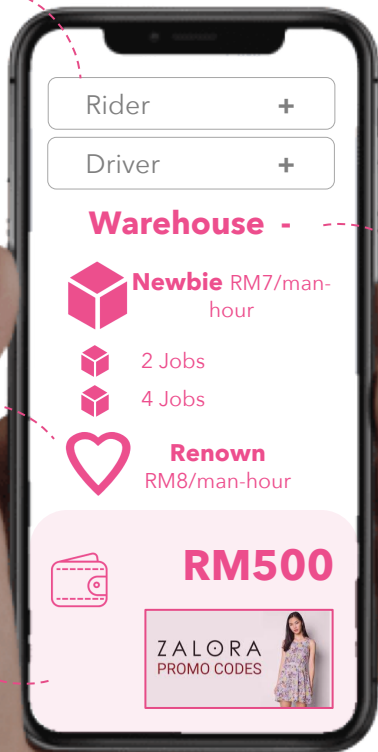
Giggers that can be hired for low-skilled jobs like Packers, Sorters, Drivers, Riders and Warehouse .Help in less than 4-hours



Qworkers are trained

Qworkers are rewarded for number of jobs done...

...by cash and reward-based wages



Qworkers are protected with insurance and provident funds

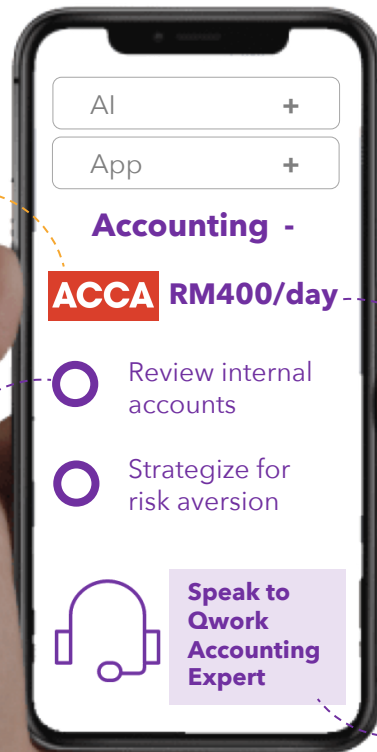
#2 - Skilled Qworkers

Trained and/or experienced professional giggers that can help with achieving different job outcomes across verticals and are supervised by the Qwork Vertical Experts

Upskill and get matched to higher paying gigs



Skilled-Qworkers are matched to job outcomes

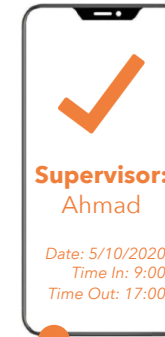


Skilled-Qworkers are compensated by man-days

Skilled-Qworkers are supervised by Vertical Experts

#3 - The Qwork System

Manage trained workers, like Baritas, Tearistas and Maintenance Team using the Qwork System -by offering traditional job arrangement as gigs



Automatically records attendance

Track trained workers that has been upskilled



Check-In/ Check-Out

Use Cases

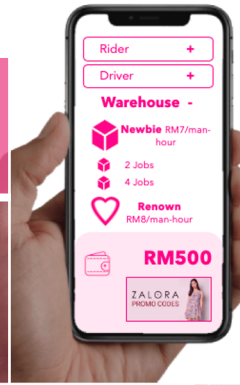
How workers, employers and upskilling partners are using Qwork

Qwork for (Bored) Youth!

University and college students won't be returning to campus for some time



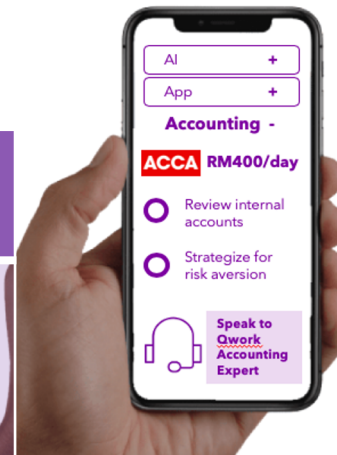
Current Situation	How Qwork Can Help	Value for Youth
Limited Mobility (20 free-hrs/week)	Hourly-paid Menial Gigs	1) Extra income of RM150/week 2) "Social activity"



Gig Types: Warehouse, Delivery



Current Situation	How Qwork Can Help	Value for Youth
Classes online for a foreseeable future (2 free days/week)	Daily paid Skilled-Gigs	1) Extra income of RM300-400/week 2) Work-experience

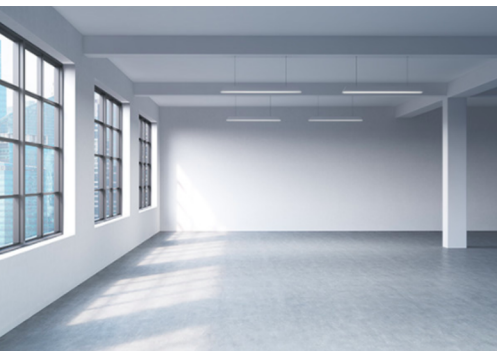


Gig Types: Accountants, Psychologists, Mechanics, Copywriters, Programmers,

Qwork for Retrenched Workers

As businesses shrink by 50-70%, layoffs and Reduction-in-Force (RIF) are inevitable

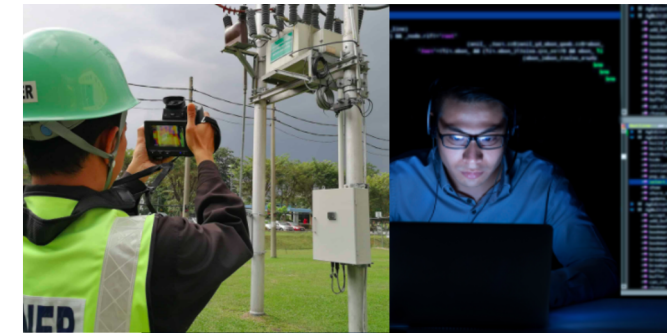
Re-Skill Types: How to Conduct Webinars, Negotiations, Social Media Activations



Current Situation	How Qwork Can Help	Value for Layoffs
Layoffs (5 free-days/week)	(Re-Skilled) for Daily-Paid Skilled-Gigs	Continuation of monthly earnings from multiple employers/ entrepreneurship



Current Situation	How Qwork Can Help	Value for RIFs
RIF (2 free days/week)	Daily-Paid Skilled-Gigs	Income of RM300-400/week



Gig Types: Accountants, Psychologists, Mechanics, Copywriters, Programmers,

Appendix

Qwork @ COVID-19

A proposal submitted to the Human Resource Development Fund (HRDF) for the consideration for upskilling and matching talents to gigs for income supplements and optimizing the government's stimulus utilization

#1 - Meet Firdaus

Current Work:
Firdaus works at Lazada as the Assistant Warehouse Manager, on a full-time basis (Mon-Fri, 9am - 5pm) and paid RM4,000/month

Education & Experience:
1) Degree in Accounting
2) Worked as accounts assistant at various establishments (RM2,000/month)

Hobby:
In his free-time, Firdaus likes gardening

#2 - Profiling Firdaus' Skill and Availability (Post-COVID)

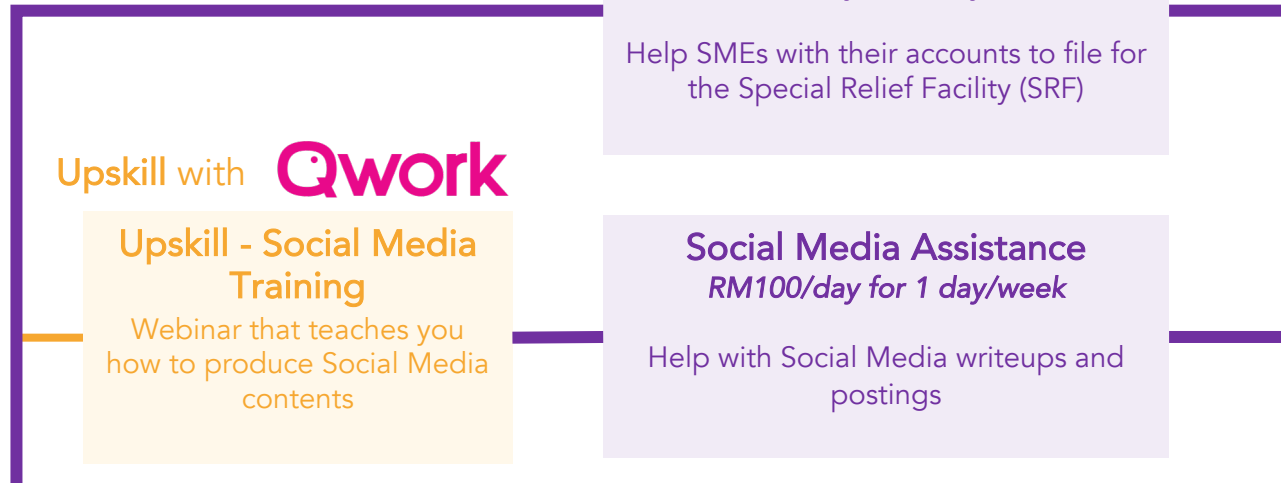
Lazada - 3 days/ Week
Firdaus works at Lazada as the Assistant Warehouse Manager for 3 days a week (full-time) on for RM2,500/month

Skill and Level Profile:
1) Warehouse Management (RM200/day) - based on RM4,000/mth pay
2) Accounting (RM100/day) - based on RM2,000/mth pay

Availability Profile:
1) Thursday and Friday
2) Weekends

Entrepreneurial Hobby:
Gardening

Gigs with **Qwork**



Upskill with **Qwork**

Upskill - Social Media Training
Webinar that teaches you how to produce Social Media contents

Entrepreneurial Endeavour

App Platform - Fresh Vegetables
An app that enables you to list surplus from your garden for purchase by other households

Upskill - Homesteading

Webinar that teaches you how to produce your own food supply from home

Other Opportunities

Demand for Vegetables
Earning: RM100/Week
Demand for fresh vegetables is on the rise

#3 - Firdaus' Total Income (per month)

Lazada: RM2,500
SRF Assistant: RM600
Social Media Assistance: RM400
Vegetables Supply: RM400

Total: RM3,900

Low-Skilled Gigs with Qwork
Drivers.Riders.Warehouse



Skilled Gigs with Qwork
Accountants. Creatives



Stimulus Suggestion

Subsidies/Stimulus
[Pre-COVID - Post-COVID] Earning = [RM4,000 - RM3,900] = RM100/month

Thank You!

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